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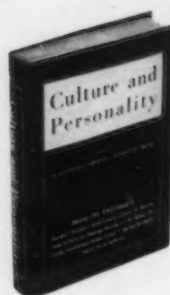
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THE AMERICAN PSYCHOLOGIST

The Professional Journal of the American Psychological Association, Inc.

Volume 7

April, 1952

Number 4

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GENERAL INFORMATION: SIXTIETH ANNUAL CONVENTION OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION

Washington, D. C., September 1 to 6, 1952

APA COMMITTEE ON LOCAL ARRANGEMENTS

SHERMAN ROSS, *Chairman*; THELMA HUNT, J. W. STAFFORD

THIS announcement provides general information about the 1952 APA Annual Convention. A hotel reservation form and an advance registration form are also included in this issue (pp. 140 and 141). A Call for Papers was announced by the APA Convention Program Committee in the February 1952 *American Psychologist*. For all details concerning papers, symposia, and scheduling of meetings, see the February issue.

The Local Arrangements Committee has appointed several subcommittees to assist in the handling of various details of the Convention. Members interested in matters handled by the subcommittees listed below are requested to communicate directly with the appropriate chairman. On matters not covered by these subcommittees, members should write to Sherman Ross, Chairman, Committee on Local Arrangements, Department of Psychology, University of Maryland, College Park, Maryland.

Time and Place of Meetings: Monday, September 1, through Saturday, September 6, 1952 in Washington, D. C. A few special meetings may be scheduled to take place before the regular Convention. (The Program in the July issue of the *American Psychologist* will give details.) All meetings will be held either at the Statler Hotel, 16th and K Streets, N.W. or at the Mayflower Hotel, Connecticut Avenue and DeSales Street, N.W. The Program will designate the hotel in which each meeting will take place. Washington will probably be on Eastern Daylight Saving Time; Congress had not yet made this decision at the time this announcement was prepared.

Headquarters: Statler Hotel, 16th and K Streets, N.W.

Hotel Reservations: The hotel reservation form is printed on page 140 of this issue. A list is also

shown on page 140 of those hotels which have agreed to reserve rooms for members of the APA. Members expecting to attend the Convention must secure their own room reservations by filling out the form and sending it to the APA Housing Office. Information as to types of rooms available and approximate costs are shown. Additional forms may be obtained from the APA Central Office. In order to be assured of hotel space, it is strongly urged that hotel accommodations be applied for as soon as possible; since the Convention takes place during the Labor Day Holiday, the city will be crowded with tourists and hotel rooms will be scarce. Reservations will be confirmed *after July 1, 1952*.

Registration: A. W. Ayers, Department of Psychology, University of Maryland, College Park, Maryland, will be in charge of registration activities of the Convention. All members should call at the Convention registration desk at the Statler Hotel to complete their registration or to pick up Convention badges if they have registered in advance. Members are urged to *register in advance* so that they will not be delayed at the registration desk. The advance registration form appears on page 141 of this issue.

Directory of Members: Joan H. Criswell, Psychological Sciences Division, Office of Naval Research, Washington 25, D. C., will be in charge of maintaining a directory of members registered at the Convention. The data from the member's registration form will be used to provide the necessary index of registrants. A mailbox and bulletin board will also be located nearby.

Special Dinners and Luncheons: Arthur R. Laney, Jr., Assistant to the Director of Personnel, Washington Gas Light Company, 1100 H Street, N.W., Washington, D. C., will be in charge of

these special activities. Informal dinners and luncheons for interested members may also be arranged through this subcommittee at any time during the Convention. Dinners and luncheons which are to appear on the official program must be requested through H. F. Hunt, Chairman, Convention Program Committee, Department of Psychology, University of Chicago, Chicago, Illinois. It is estimated that lunches will cost at least \$3.00 per person, plus 10 per cent for gratuities, plus 2 per cent D. C. sales tax, and dinners at least \$4.75 per person, plus 10 per cent for gratuities, plus 2 per cent D. C. sales tax. Tickets will be sold at the headquarters desk in the Statler Hotel.

Exhibits: Space for exhibits will be provided on the mezzanine floor of the Statler Hotel. For information as to facilities, costs, arrangements, etc., please write to James T. O'Connor, Chairman, Subcommittee on Exhibits, c/o APA Central Office, 1515 Massachusetts Avenue, N.W., Washington 5, D. C.

Recreation and Information: Information on the available recreational activities such as sight-seeing tours, boat rides, etc., may be obtained from the APA information desk at the Convention headquarters in the Statler. This desk will also provide information on room locations of scheduled events.

Arrangements for Care of Children: Members interested in securing baby sitters during the Convention should write to Leonard W. Vaughan, Personnel Office, George Washington University, 2114 G Street, N.W., Washington, D. C., for college students who may be available on an hourly basis.

Publicity: Donald J. Lewis, Human Resources Research Project, George Washington University,

Washington 6, D. C., will be in charge of publicity for the convention. Jane D. Hildreth will serve on this subcommittee as a representative of the APA Central Office. A pressroom will be established at the Statler Hotel during the Convention.

Films, Projectors, etc.: Curtis Tuthill, Department of Psychology, George Washington University, Washington 6, D. C., will be in charge of film and projector facilities. The APA will have projection equipment available, but members presenting papers are urged to bring their own projection equipment where feasible.

Parking: Daytime parking in downtown Washington is a difficult proposition. Metered parking on an hourly basis is available on some streets. Nearby commercial garages and hotel-associated garages charge about \$1.50 for full-day parking and \$1.00 for all night parking. Traffic during the morning and evening rush hours is congested. Public transportation and taxi service are relatively inexpensive and readily available.

DEADLINES

April 22—For receipt of requests for business meetings of divisions, boards, etc. by H. F. Hunt, Chairman, APA Program Committee.

April 22—For receipt of requests for special meetings, luncheons, dinners, etc. by H. F. Hunt, Chairman, APA Program Committee.

April 22—For receipt of requests for pre-convention sessions by H. F. Hunt, Chairman, APA Program Committee.

August 15—For receipt of room reservations by the APA Housing Bureau, 204 Evening Star Building, Washington 4, D. C.

THE NAS-NRC AND PSYCHOLOGY

S. S. STEVENS

Harvard University

PSYCHOLOGY has a stake in the National Academy of Sciences and in the National Research Council. What this stake amounts to is not too well understood, perhaps, but that is partly because American science has spawned more societies, academies, councils, and associations than the typical scientist cares to keep track of. We have had a pot full of alphabet soup, both within the government and without, and it is a very reasonable question to ask what is the NAS?—and what is the NRC? Are they just another pair of government agencies, or are they something different? And what have they to do with psychology? Perhaps a little history will help to answer these questions.

There was no such thing as an APA in 1863 when Lincoln approved the Act of Congress that established the National Academy of Sciences. Psychology was yet to be hatched from the nest of philosophy. But there was a war on in 1863. Lee's Confederates were preparing to invade Pennsylvania. Grant's Union Forces were stalled before Vicksburg. A nation in peril had to mobilize its resources—science included.

As happens in such circumstances, the initiative came from the scientists themselves, although there was a timely assist from the Navy Department (3). It appears that the government was being flooded with plans, proposals, and new inventions that needed the scrutiny of a scientific jury, and in order to cope with this enthusiastic tide and provide guidance in other "matters of science and art" the Navy created a "Commission" consisting initially of Joseph Henry, godfather to inductance whose unit is the henry, A. D. Bache, the physicist Superintendent of the U. S. Coast Survey, and Commodore C. H. Davis, Chief of the Navy's Bureau of Navigation.

This Commission was not the Academy precisely, but the enthusiasm that created the Commission led some of the same small band of scientists to take the bolder step of forthrightly requesting the Congress to incorporate a National Academy—an institution that had long been talked about and

hoped for. A wise advocate, Senator Wilson of Massachusetts, introduced the bill and events moved fast. All in the single day of March 3, 1863, the bill passed both Houses of Congress and was signed by President Lincoln. Fifty men of science were named in the act, and they and their "successors duly chosen" were "declared to be a body corporate." Thus was the NAS born. It was told to make its own organization and rules, to fill its vacancies up to the number fifty, and to report its doings to Congress. It was told further that it should, "whenever called upon by any department of the Government, investigate, examine, experiment, and report upon any subject of science or art"—actual expenses to be paid by the asker, but no "compensation" to fall to the Academy.

Maybe science didn't win the War Between the States, but we have evidence that it helped. Maybe the superior resources of the North made the outcome inevitable, despite Southern valor, but it is clear that the men of the Academy turned their talents to military and naval problems with the proper zeal of patriots. Action was had through a system of special committees on which non-members of the Academy were also invited to serve. In his first annual report as President of the Academy, Professor Bache was able to say that the members had "put their time and talents at the disposal of the country in no small or stinted measure, freely, fully, by the binding authority of an oath; asking no compensation therefor but the consciousness of contributing to judicious action by the government on matters of science" (3, p. 203).

Judicious action on matters of science, especially where matters of science relate to public policy, continued to be a pet concern of the Academy throughout its early years. There were, for example, committees on weights and measures that helped get the metric system legalized, committees on counterfeiting, gauging distilled spirits, tariff classifications, morphine, geodetic surveys, definitions of electrical units, restoration of the Declaration of Independence, silk culture, rational forest policy, and on methods of conducting scientific

work by the government. Almost fifty committees were set up at government request during the first three decades of the Academy's existence. The business of handing out free advice got off to a good start.

But during its early decades the Academy did not always prosper as its devotees thought it should. For one thing, it was small; for another, it was poor. Proud as it might be of its role of scientific adviser to the Government, it could not get rich by peddling free advice, and to implement its many ambitious aims it had only the annual dues paid in by its members. Funds and bequests for special purposes came to it in time, but for such simple and essential business as the systematic publication of the scientific papers presented at its meetings there was seldom the wherewithal. Unlike the official academies of many of the older countries, the NAS was unsubsidized, and it was consequently free—free to starve to death or to survive on its merits. In 1884 it got an official hunting license from Congress in the form of an authorization to receive and hold donations and bequests, but not until the Carnegie endowment came along in 1919 was there a financial cushion firm enough to support the body Academic in respectable style.

Until 1870 the membership was limited by statute to a mere fifty—for all the sciences in the whole United States. In that year the Congress removed this limitation and there followed an influx of new blood which pepped up the annual meetings and started the Academy on a path of steady growth toward its present membership of nearly 500. This growth has been orderly and subject to careful cultivation under an elaborate system of election. If, as some have quipped, the Academy exists only to embalm new names upon its roll, it can at least be argued that the job has been done conscientiously, albeit with the inevitable mistakes and oversights that characterize human judgments. The spirit of the business was expressed in the farewell address of the second president, Joseph Henry, who cautioned the Academy that "great care must be exercised in the selection of its members. It must not be forgotten for a moment," he said, "that the basis of selection is actual scientific labor in the way of original research. . . . It is not social position, popularity, extended authorship, or success as an instructor in science, which entitles to membership, but actual new discoveries . . ." (3, p. 47).

And so the Academy went along, adding carefully to its membership and becoming a highly distinguished but a curiously uninfluential body. Most of the public, scientific and otherwise, seemed unaware of the Academy's existence. The typical citizen was probably more informed about a comparable institution, the Royal Society of London whose Fellows put F.R.S. after their names, than he was about his own National Academy.

But suddenly in 1914 Germany marched against France, and within a year and a half America's neutrality was becoming a hope more and more forlorn. Then at the meeting of the Academy in the spring of 1916, George Hale, the astronomer, rose to tender a resolution that the Academy offer its resources to the President of the United States in the interest of preparedness. Approval was unanimous, and a committee was dispatched to the White House where President Wilson accepted the Academy's offer and bade it proceed with a plan. The plan that evolved (1) called for a National Research Council which would be at once an agency of the Academy and a mechanism of cooperation among all existing scientific and engineering organizations. Wilson was delighted. "I want to tell you," he wrote later, "with what gratification I have received the preliminary report of the National Research Council, which was formed at my request under the National Academy of Sciences."

This new arm of the Academy, the NRC, had muscle where it counted, namely, at the "operating level." It was as representative of all aspects of American science as human wisdom could make it. It drew on talents wherever they existed. By-passing the meticulous election procedure of the Academy it called upon men and organizations for service wherever service was in order. Its membership was not merely distinguished, it was active. From the outset the NRC worked hand in glove with various military and other governmental agencies. It set up a Washington office at 1329 E Street N.W. which became a hive of activity and a control point for the efforts of numerous committees and working groups (2). A scientific mission was dispatched to Europe, new research facilities were brought into being, especially in the field of underwater sound, conferences were organized, information was coordinated—in short, all the standard activities of science at war were evident in the NRC's early bustle and turmoil. Maybe science didn't win that war either, but it certainly helped.

In the patriotism of the moment many discordant pullings and haulings were temporarily suppressed, but it must not be thought that all participants had the same idea of what the NRC was or should be. It became in fact many things to many people. Nevertheless, the NRC was a viable sprout on the taproot of the "stuffy" old Academy, and even before the Armistice there flamed up a spontaneous enthusiasm for its continuation as a permanent peacetime organization.

Two things were needed: official approval and money to make it work. Elihu Root, friend and counselor, urged the NRC to seek permanent status by requesting an executive order from President Wilson in order to obviate the need of Congressional action. A draft of such an order was drawn up and submitted to the White House, but it met with opposition from certain of the President's advisers. Other advisers saw it differently, however, particularly Colonel House, and the executive order, edited and revised by Wilson, was finally signed on May 11, 1918. It requested the NAS to perpetuate the NRC, and it spelled out a list of lofty aims and purposes to be fulfilled.

Money, of course, was harder to come by. Appeal was made to the Carnegie Corporation, which has done so many wise things for science and learning. This Corporation finally voted a gift that, in terms of its far-reaching effects, ranks perhaps as the most important ever made to science in America. The sum of \$5,000,000 was provided for a building and an endowment, on condition that funds be raised from other sources to purchase a suitable plot of ground. By means of some energetic hat-passing the \$185,000 for the real estate was gotten, mostly in \$10,000 lumps from some distinguished friends of science, and the prospect of a home and an endowment was secure. The home stands today at 2101 Constitution Avenue—an architectual gem and an enduring monument to American science. Of course, the far-flung activities of the Academy and its Research Council have long since overflowed this spacious building, and 38,000 square feet of additional floor space have had to be rented in other parts of Washington. In fact, the *annual* budget covering the NRC's activities is bigger now than the total of the Carnegie endowment gift. We seldom plan large enough for American growth.

So much for thumbnail history. What we learn from it is that the NAS and the NRC, both born

in the travail of national emergencies, have outlived the crises that created them and have flourished as instruments of service to science and citizens alike. The inventory of what goes on in any one year is duly recorded in the Annual Report submitted to Congress. The list of activities is long. Some of them are trivial, some are momentous, and some of them represent the kind of busy-work involved in keeping the scientific house in order. Almost every scientist reader will find something in the Report of concern to himself or his work.

It is not easy to say what activity of the Academy-Council is the most important, for here is a case where the whole is clearly more than the sum of its parts. In this organization we have a peculiarly flexible mechanism for advising government, for sparking new enterprises, for troubleshooting in emergencies, for coordinating research programs, for maintaining interdisciplinary boards, for surveying scientific personnel, and for providing all sorts of scientific get-togethers. These many facets make the NAS-NRC mean different things to different people.

If, however, we were to try to single out the one most important accomplishment to date, we would be forced, I think, to nominate the NRC Fellowship program. Launched in 1918 and supported by large annual grants from the Rockefeller Foundation, this program has given a year or more of freedom for concentrated research to some 1300 post-PhD's in the natural and medical sciences. Approximately 100 of these Fellows have been psychologists. Furthermore, by encouraging the Fellows to do their research at an *American* university, the program has led indirectly to an expansion and improvement of our research centers themselves. And following the example of this original program, similar fellowship plans have been set up by other agencies, private and public. The latest program of this sort is the one recently announced by the National Science Foundation. Like many other givers of fellowships, it too will make use of the NRC machinery for selecting the recipients. Millikan (2) had good reason to call the NRC Fellowship plan "the most effective agency in the scientific development of American life and civilization that has appeared on the American scene in my lifetime."

As might be expected, the onset of World War II

found the NRC with its attention centered on matters of defense. Before the government organized its own Office of Scientific Research and Development, the NRC provided the mechanism for some of the early contractual relations between the government and the universities. The fruitfulness of this program of research under government contract is well known. It may be wondered why the NRC did not keep on as the contractual intermediary between Uncle Sam and the research laboratories and thereby make the OSRD unnecessary. Aside from the fact that the NRC would have burst its seams in the process, a government agency is the proper device for operating these research contracts, and the NRC is not a government agency. In order to start the wheels turning the NRC served as a prime contractor on occasion and let subcontracts to other institutions, but the operation of vast contracts is not a proper undertaking for the Council. The operation of contracts builds operating empires, and it is a distracting business. If the NRC got bogged down in it, we would then need a new organization to serve as catalyzer, reinforcer, and release mechanism for the new, unusual, and unforeseen developments that scientists will inevitably think up.

Turning back now to the pages of earlier history, we find that psychology got its first recognition from the National Academy in 1901 in the election of the irrepressible J. McKeen Cattell, editor, executive, and man of influence. Cattell was certainly more than a psychologist, and his election to membership may have been in acknowledgment of his other attainments. It may even be that he was elected in spite of being a psychologist. Anyhow, the ice was broken and the election of other psychologists followed in due course: James in 1903, Royce in 1906, Dewey in 1910. Although the Academy had from time to time divided itself into classes and sections according to subject matter, there was no recognition of psychology until 1911 when the standing committee on anthropology, dating from 1899, was relabeled "Anthropology and Psychology." This committee, later called a section, persisted until 1948 when both anthropology and psychology were made into separate sections. By that time the psychologists outnumbered the anthropologists both within the Academy and without. Up to now, a total of 34 psychologists have been elected to the Academy, as follows:

1901	Cattell	.	.
1903	James	1928	Stratton; Terman
.	.	.	.
1906	Royce	1930	Lashley
.	.	1931	Washburn
.	.	1932	Boring
.	.	1933	Miles
1910	Dewey	1935	Hunter
.	.	1936	Hull
.	.	1937	Tolman
.	.	1938	Thurstone
1915	Hall	1940	Wever
1917	Thorndike	.	.
.	.	1943	Carmichael; Stone
1920	Angell	.	.
1921	Woodworth	1946	Graham; Stevens
1922	Seashore	1947	Gesell; Köhler
1923	Yerkes	1948	Hilgard; Richter
1924	Dodge	1949	Beach
1925	Pillsbury	1950	Skinner
		1951	Harlow

Psychology, with 23 active members, is still a small section compared with chemistry and physics, each of which has more than sixty members. But then, psychology is a natural science only in part, and its Academy members have been recruited almost entirely from the biotropic, experimental wing of the discipline. The center of gravity of the Academy is still located close to the laboratory sciences.

In the NRC, on the other hand, where the APA is one of the member societies of the Council, psychologists of all persuasions have been active from the start. Early in 1917 the NRC created a Psychology Committee (4) and charged it with numerous wartime duties, many of which, as a matter of fact, had been thought up and set in motion by the Council of the APA. Under the chairmanship of R. M. Yerkes the Psychology Committee gave such a good account of itself that there was no question about psychology's having a place in the permanent postwar structure of the Council. It was the intelligence testing program, with its famous Army Alpha, that sold psychology in World War I, although solid but less spectacular achievements were made in other quarters, for example, in personnel classification and in what Raymond Dodge, chairman of the first NRC Committee on Problems of Vision, called "the new problems of

human engineering which modern war occasioned." Dodge found that the solving of many of these scientific problems was relatively easy but that selling the solutions to the military was something else again. These facts of nature were to become familiar to many psychologists in World War II.

In 1919 the NRC placed anthropology and psychology together in a single Division, and Walter V. Bingham was elected first chairman. It may seem curious that, whereas in the Academy itself psychology and anthropology started out as a joint section but ended up separate, in the NRC it was the other way around, and we still have a single Division of Anthropology and Psychology. There are good reasons, however, for this illogicality. The simple fact is that one principal business of a Section of the Academy is the nomination of new members, and for this purpose it is disadvantageous to join two groups that do not know each other intimately and personally. On the other hand, a Division of the NRC is an instrument of administrative cooperation—a device for dealing with problems that are intersociety and interdisciplinary, problems that are left over after the specialists have formed their groups, problems that are created by the mere fact of specialization. Anthropology and psychology together are able to constitute a Division large enough to justify an office and a permanent staff. This staff at the present consists of an Executive Secretary, Dr. William N. Fenton, formerly of the Smithsonian Institution, a secretary, Mrs. Dorothy McLean, and an office clerk, Mr. Donald Nearman.

Having a full-time Executive Secretary is something new for this Division. Most other divisions have them and find them indispensable to the proper conduct of business, but until January 1, 1952, the Division of Anthropology and Psychology had struggled along for most of its life with the services of a part-time chairman and a secretary. How this has worked out was aptly described back in 1927 in some off-the-cuff remarks by the anthropologist A. V. Kidder, then chairman. "Dr. Dodge," said Kidder, "says that all psychologists seem pretty hopeful about the Division's work except those who have been chairman. I believe that all chairmen go through four periods: (1) bewilderment, (2) a great burst of energy, (3) discouragement, and (4) a return to normalcy. The greatest problem of the chairman is that he is given a large handsome machine and no gas to run it."

Gas is still not as free as air and water, but we now have an Executive Secretary to keep his foot on the throttle for the efficient combustion of whatever fuel is available. The Division ought to start popping on all cylinders.

In the meantime most psychologists who have bothered to consult the record will take a modest pride in the past accomplishments of their NRC Division, but they will probably temper their pride with a realization that opportunity has nearly always outrun accomplishment. The machinery is there for the implementation of good purposes, but it sometimes stands idle. Of course, it sometimes ought to stand idle, for otherwise it would be active for the sake of mere activity; and if it could not relax when there was little to do, it could probably not muster itself for emergencies.

The chairmanship of the Division has tended to go alternately to the two professions. An anthropologist traditionally succeeds a psychologist, and when one of these is chairman the other is vice-chairman. Terms of office have varied from one year to four. At present a three-year hitch is supposed to be standard for the chairman, and the vice-chairman gets appointed annually.

These are the past incumbents:

	Chairmen	Vice-Chairmen
1919-20	W. V. Bingham	—
20-21	Clark Wissler	C. E. Seashore
21-22	C. E. Seashore	A. L. Kroeber
22-23	Raymond Dodge	A. L. Kroeber
23-24	Albert E. Jenks	R. S. Woodworth
24-25	R. S. Woodworth	A. V. Kidder
25-26	G. M. Stratton	A. V. Kidder
26-27	A. V. Kidder	Knight Dunlap
27-29	Knight Dunlap	Fay-Cooper Cole
29-30	Fay-Cooper Cole	Madison Bentley
30-31	Madison Bentley	Robert H. Lowie
31-32	Robert H. Lowie	A. T. Poffenberger
32-33	A. T. Poffenberger	Ralph Linton
33-34	A. T. Poffenberger	Edward Sapir
34-36	Edward Sapir	Walter S. Hunter
36-37	Walter S. Hunter	John W. Swanton
37-38	Walter S. Hunter	Carl E. Guthe
38-39	Carl E. Guthe	H. M. Johnson
39-40	Carl E. Guthe	H. E. Garrett
40-41	Carl E. Guthe	Elmer Culler
41-42	Leonard Carmichael	Carl E. Guthe
42-43	Leonard Carmichael	F. M. Setzler
43-45	Leonard Carmichael	Ralph Linton
45-46	Walter R. Miles	F. H. H. Roberts, Jr.
46-47	A. I. Hollowell	C. W. Bray
47-49	A. I. Hollowell	G. K. Bennett
49-50	S. S. Stevens	Charles Wagley
50-52	S. S. Stevens	Loren C. Eiseley

Although there are a dozen active committees in the Division, a proper assessment of the importance to psychology of the NRC would require us to look beyond the Division proper. The Divisional doings are recorded annually along with the reports of APA committees in one of the fatter issues of the *American Psychologist*, but beyond what is there reported there are, among the 400 committees of the NRC, several activities that concern psychology. Among them are the fellowship programs and the Fulbright grants. Then there is the work of the Committee on Undersea Warfare for which a group of psychologists recently prepared a volume on "Human Factors." Under the Office of Scientific Personnel there are compiled scientific rosters, and constant efforts are made to ensure an enlightened treatment of scientific manpower by the government. As an interdivisional activity there has been newly formed a Committee on Highway Safety Research, which is highly psychological in outlook. The same is true of the older Armed Forces-NRC Vision Committee. The work of several of the committees under the Division of Medical Sciences touches upon the interests of psychologists, especially of clinical psychologists. And the Committee on Research in Problems of Sex, of which Yerkes was chairman for 26 years, continues

to sponsor much besides Kinsey that is basically psychological research.

That is by no means all, but it is enough to point up the ramifications of psychology in the organization. The National Academy of Sciences with its National Research Council is a complex, changing, adapting, evolving organism out of which almost anything can be made that suits the good ends of science. Adviser to government and coordinator of American research, it is as flexible as needs are various. It maintains no laboratories and eschews routine operations that tie its hands and make forward commitments of its facilities. It sloughs off as easily as it takes on, and it accomplishes its measure of good because scientists are willing to join hands and give freely of their time and energy.

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AGE, INCOME, AND PROFESSIONAL CHARACTERISTICS OF MEMBERS OF THE APA'S DIVISION OF COUNSELING AND GUIDANCE

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STATE psychological associations, manpower survey teams, and other groups occasionally raise specific questions concerning the professional activities and membership characteristics of the APA's Division of Counseling and Guidance. In order to supply accurate information for answering such inquiries, the Executive Committee of Division 17 in the autumn of 1950 authorized an omnibus questionnaire which was to be sent out to the membership. A subcommittee¹ was charged with the task of preparing a questionnaire and analyzing the data. After several revisions and trial runs, a two-page form was developed and mailed to all members of Division 17. The data presented in this summary are for replies received between May 15 and July 1, 1951.

A variety of devices was used to obtain as complete a return as possible. Notices of the forthcoming questionnaire were placed in the Division 17 *Counseling News and Views*, colored paper was used to attract attention to the questionnaire itself, a personal appeal from the Division's president was included in the mailing, and stamped, self-addressed return envelopes were enclosed. Follow-up letters, of course, were not possible because the replies were anonymous. The results were fairly satisfactory; of 644 questionnaires sent out, 454 or 70 per cent were returned in sufficiently complete form for tabulation.

Little can be said concerning the characteristics of the 30 per cent who did not reply. Proportionately more divisional Associates than Fellows failed to fill out their questionnaires; hence our sample may be somewhat biased toward those members

who feel a closer professional identification with the Division. The 1950 APA *Directory* lists 27 per cent of Division 17's members as *Fellows* and 73 per cent as *Associates*; yet 35 per cent of the questionnaire returns were from *Fellows* and 65 per cent from *Associates*. If it is assumed that Fellow status reflects a deeper professional interest, the greater proportional response is only to be expected. Curiously, 136 of the 454 members who returned their forms failed to indicate whether they were *Associates* or *Fellows*. Another omission, and one more likely to intrigue the psychoanalytically oriented among our professional brethren, is that 25 persons or nearly 5 per cent of those responding did not indicate whether they were *male* or *female*.

TABLE 1
Age, sex and membership status

Sex and Status	N*	Range in Years	Q ₁	Median Age	Q ₃
Male					
Fellow	91	30-70	41.5	45.4	49.1
Associate	156	25-70	30.4	37.9	43.1
Status unknown	100	25-65	36.2	40.7	47.1
Female					
Fellow	14	40-65	45.7	49.5	56.9
Associate	36	25-65	36.0	43.5	48.5
Status unknown	27	25-75	39.4	45.5	53.8
No sex given					
Fellow	4	40-55	44.5	47.5	49.5
Associate	12	25-50	31.7	36.7	42.5
Status unknown	9	30-65	40.4	42.6	49.4
Total group	449	25-75	36.1	41.7	47.8

* The number will vary in the tables because of occasional omissions in otherwise complete questionnaires.

Scrutiny of Table 1 reveals that Fellows of the Division are older than Associates. This is to be expected since more training and experience are required for the former. Female members, it will be noted, average four to five years older than their

¹ The subcommittee was composed of the four authors of this article. Valuable aid in revising the questionnaire was received from Drs. C. Gilbert Wrenn, Donald E. Super, Mitchell Dreese, and Edward S. Bordin. A brief report of the questionnaire findings was presented before a Division 17 symposium at the 1951 APA Annual Convention in Chicago.

male counterparts. This difference is due in part to the tendency of female members to remain "in grade" as Associates. If data obtained in 1948 may be applied to the present situation, female members of the Division have proportionately fewer doctoral degrees than the males. Thus, there is less tendency for older females to move out of the Associate and into the Fellow category where a doctoral degree is virtually mandatory. By contrast, male Associates tend to move up to Fellow status when they have acquired five or six years of professional experience, thereby lowering the mean age of Associates by their departure and also lowering the mean age of Fellows by their arrival.

Despite the fact that females in the Division have lived about five years longer than the males, it will be noted in Table 2 that they have about the same number of years of professional experience as males. In some cases, tours of duty as housewives markedly reduced the total years of professional experience. In other instances, female members were steadily employed but, at times, in nonpsychological positions. There are probably other reasons, as yet undetermined, which would amplify the explanation.

TABLE 2
Years of professional experience

Sex and Status	N	Range in Years	Q ₁	Median	Q ₃
Male					
Fellow	91	5-40	12.7	17.6	22.7
Associate	152	0-35	6.6	9.6	13.5
Status unknown	98	0-35	7.9	11.9	16.5
Female					
Fellow	13	10-40	14.1	17.5	28.8
Associate	34	0-30	6.8	9.2	14.0
Status unknown	24	0-35	4.5	6.7	19.0
No sex given					
Fellow	4	15-25	17.5	20.0	22.5
Associate	12	0-25	6.7	13.4	17.5
Status unknown	9	5-30	10.3	13.2	21.9
Total group	437	0-40	7.8	12.1	17.7

While medians are presented in the tables, means were also computed. These means were very close to the medians for all parts of Tables 1 and 2, and the total group means for these tables were identical to the medians. Such was not the case in Table 3 which summarizes total annual income. Because of a number of high incomes, the mean was

substantially higher than the median in each case. The median total annual income of all Division 17 members, for example, was \$6,988 while the mean was \$7,341. In order to avoid the influence of extreme cases, the median was used in the present analysis.

TABLE 3
Total annual income

Sex and Status	N	Range in Dollars	Q ₁	Median	Q ₃
Male					
Fellow	92	4,500-26,000	7,166.50	8,999.50	10,908.50
Associate	151	3,500-20,000	5,575.10	6,497.50	7,912.00
Status unknown	95	4,500-30,000	5,916.20	6,864.90	8,249.50
Female					
Fellow	13	5,250-9,250	6,041.00	6,749.50	8,437.00
Associate	33	2,500-15,500	3,905.80	5,135.90	5,885.90
Status unknown	20	3,250-10,250	4,499.50	5,499.50	7,166.20
No sex given					
Fellow	3	6,000-12,000	8,249.25	9,749.75	10,874.40
Associate	11	3,000-12,000	4,919.35	6,749.75	8,000.35
Status unknown	9	3,000-21,000	4,679.45	7,499.50	14,352.75
Total group	427	2,500-30,000	5,309.25	6,987.65	8,789.05

As shown in Table 3, Fellows of the Division are more amply compensated for their professional services than Associates. This is not surprising since, as indicated previously, Fellows are possessed of more professional training and experience. Also, as one would anticipate, experience and income are fairly closely related. While this proportionate rise of income with experience is characteristic of both men and women in the Division, males earn on the average from \$1,400 to \$2,200 more in absolute income. This is true despite the fact that females as a group are older and have as much professional experience as males. Further, the gap widens with increasing age. At age 38 the males average approximately \$1,100 more annually than the females, but by age 47 this difference is nearly \$2,500. Seven per cent of those who responded to the questionnaire had total annual incomes of \$12,000 or more, and virtually all of these were males.

At first glance these data suggest that salary discrimination in favor of males is present. While some slight discrimination may exist, it is not nearly as marked as the total income figures of

Table 3 indicate. The original questionnaire provided for a breakdown between regular salary, royalties, and additional income from summer teaching, consulting fees, speeches, etc. These extra earnings swell the male total income disproportionately. To take a specific example, the *mean total* annual income of male Fellows is \$9,312 annually while that of female Fellows is \$6,537, a difference of \$2,776. However the *mean regular* annual salary is \$7,630 for male Fellows and \$6,430 for their female equivalents, a difference of \$1,200 in regular salary. Thus, \$1,576 of the \$2,776 male-female total pay differential is due to extra income from various outside sources as books, tests, speeches, and the like. While the questionnaire did not provide for information on marital status or family responsibilities, it is likely that heavier family responsibilities encourage males to seek extra income. It is also possible that these outside sources of extra income account not only for \$1,576 of the male-female pay differential but also for a portion of the remaining \$1,200 not accounted for. That is, the authorship of books and tests, the delivering of speeches, and engaging in consulting work may augment professional status to the point where an increase in regular salary may be granted.

Of 454 respondents, 151 or 33 per cent indicated that they were diplomates of the American Board of Examiners in Professional Psychology. Sixty-four per cent of the diplomas held by Division 17 members were in counseling and guidance, 24 per cent were in clinical and abnormal psychol-

ogy, and 10 per cent in industrial psychology. Two of the diplomates failed to indicate their specialty.

Fifty-two per cent of those replying to the questionnaire listed themselves as either veterans or current members of the United States armed forces. Four of the veterans were female and 233 were male. Sixty-seven served in the enlisted ranks while 170 were commissioned officers, 4 of whom were naval captains or full colonels.

Forty-one per cent or 187 of the Division's members who returned questionnaires reported that they devoted five or more hours each week to research. The commonest method of financing this research was by squeezing time from the regular office budget, e.g., using the clerks and stenographers as research assistants. Fifty-three of the 187 persons doing research used office time, 35 had a regular research budget, and 15 had government contracts. The others had varied sources of financial aid.

In answer to the question, "Are your chief research interests taken care of by other APA divisions?" 212 respondents said "no," 139 said "yes," and 103 did not reply to the item. Those who answered *yes* to the question most often listed the Division of Clinical and Abnormal Psychology as best caring for their research interests. Seventy-one of the 454 persons who returned a questionnaire presented a paper at either the 1949 or the 1950 APA Annual Convention. Twenty-six of these papers were read before Division 17 sessions while 43 were presented at other divisional meetings.

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Comment

Measuring the Success of APA Meetings

The "Summary Report of the 1951 Annual Meeting" (*American Psychologist*, November, 1951) shows that the convention was a success—with attendance, number of meetings, etc. used as criteria. The work of the committees also was successful, using as a criterion their explicit or implicit understanding of their proper functions. This is satisfying as far as it goes, but we are in the habit of asking ourselves the question, "What is an adequate criterion?", and I suspect that a number of APA members would doubt that the above criteria are adequate.

Perhaps we need some "feedback" from ourselves on how and where the convention was worth while, and to how many people. Considering the time and expense involved for the 4,000 members attending, the cost of examining membership goals and measuring convention success in terms of these goals would seem to be justified. Presumably our objectives are somewhat different from those of the convention-goers of many years ago who set up the procedure we follow today. Yet there has been little or no fundamental change in the way conventions are conducted, despite the past and expected growth of the membership.

If a systematic survey of member goals and ideas concerning conventions were conducted, the association would presumably have a more adequate criterion to measure success. And it would permit modifying future content and procedure to make the meetings of more value to more people. With no intention of proposing what the scope of such a survey should be, five items are mentioned below to suggest possible areas if a study is made.

1. *The papers themselves.* How many papers do average convention-goers hear, and what do they gain from the listening? Should the whole procedure of "reading papers" be examined to see if the benefits derived from it justify the proportion of time spent? Or should the methods of presenting them be considered, in terms of the best techniques of education and training that have been developed?

We might ask why papers are submitted in the first place. If one reason is to get one's name in the program and to be seen by possible future employers, is this the best way to do it?

2. *Discussion groups.* What we know about learning, participation, group dynamics, etc. suggests that small group discussions could be quite beneficial. Assuming, of course, that they are handled by people with the necessary skill, and composed of people with common interests and problems, small groups could provide an excellent opportunity to get acquainted, and an

opportunity for more people to take an active part. Perhaps there could be several groups scheduled for each Division, with two or three or more of the senior members assigned to each group.

3. *Badges.* The chief value of the badges apparently is to give a person a chance to find out who someone is without asking him. The small type leads to the "furtive glance" or the "forthright peer," with some embarrassment attached. This suggests larger type and raises the question of the value of having the dates and "American Psychological Association" printed on the badges. Would the membership prefer to have the individual's name in larger type, with the institution perhaps in smaller type, and nothing else? Perhaps it would be desirable to have different colors to indicate different Divisions, or geographical areas, or type of institution.

4. *Social affairs.* Many people have suggested that one of the greatest values of conventions is the opportunity to meet people at informal, small parties. Others, because they are virtual strangers, are not able to benefit in this way. Is enough of the membership interested to justify working out a plan that would give everyone something to do in the evenings and to meet some of the people he would like to meet?

5. *Public relations.* After the last convention a newspaper reporter complained bitterly to me about the chore of getting a feature article out of our conventions—and others like them. He said he listened to dozens of papers, and not one had news value. Of course, papers aren't prepared for reporters, but perhaps we are missing an opportunity for good publicity—which, it appears, we need.

Have possibilities for radio and television programs been investigated? Presumably we have experts on educational psychology, advertising, visual education, etc. in our midst. Local community interest might be worth developing, including local schools, civic groups, and related professions, as well as the general public. This might be done by use of exhibits, movies, demonstrations, etc. conducted on a regular schedule in one of the ballrooms.

The above remarks are not offered as a program of activity, either collectively or individually, but only as possibilities or questions. First we need to know whether the membership is interested in analyzing our conventions, determining the criterion, and measuring the success. If deficiencies are felt, and modifications suggested, then the difficulties can be considered, and undoubtedly resolved.

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The Psychologist in Private Practice and the Good Profession

Dr. Fillmore H. Sanford, in his "Annual Report of the Executive Secretary: 1951," has done a much-needed job of listing criteria for a good psychological profession. Although some of his sixteen points may be debatable, and although several other points in this connection could doubtlessly be made, the writer is in quite close agreement with Dr. Sanford, and is willing to accept his criteria until better ones come along.

In explaining and expounding upon his main criteria, however, Dr. Sanford makes several statements and implications concerning the shortcomings of psychologists who are now in private practice, and particularly of practicing clinicians. Although he may not have intended to attack psychologists in private practice, many of his points may be interpreted, both by the practitioners themselves and by other psychologists, as constituting such an attack. Because such an interpretation is likely to occur, it is important to present certain facts about the private practice of psychology, and particularly about the private practice of clinical psychology. For while some of Dr. Sanford's points may just as well apply to industrial consultants, vocational guidance counselors, and other psychological practitioners, the writer only feels qualified to discuss these points as they specifically may apply to clinicians.

Dr. Sanford, in effect, notes that many clinical psychologists in private practice are (1) doing relatively little research; (2) driving around in "a Cadillac while the scientist rattles around in a jalopy"; (3) charging clients "what the traffic will bear"; (4) making their services so expensive that some low-income individuals "do not have access to psychological services they need"; (5) advocating professional ethics under which "the protection of the professional—his ego and his income—becomes more important than the protection of the client or patient"; and (6) going "off into social isolation from his colleagues," and thereby allowing "his ability to do research or to render professional service [to] become rusty and/or out of date." These, obviously, are serious charges, and ones that demand a direct answer, if such an answer is possible. Dr. Sanford's implications will now be considered seriatim.

1. That clinical psychologists in private practice do relatively little research is undeniably true—as Dr. Sanford's figures show, and as is generally recognized. In all fairness, however, these points should be noted in this connection: (a) Virtually all applied scientists—engineers, chemists, medical practitioners, teachers, etc.—do much less research than academic or research scientists. (b) There is no reason to believe that all psychologists—or other applied professional workers—should participate in research. Indeed, if a man can do a good job of psychotherapy (or teaching school

or playing a piano) there are good reasons, from the standpoint of maximum social productivity and well-being, why he should *not* spend much or any of his time in basic research in his specialty. After all, effective division of labor should apply to psychologists as well as to other human beings. (c) The motivations that lie behind the psychological researches of many nonpractitioners are hardly entirely altruistic or social minded. Academic psychologists, for example, get better jobs by doing and publishing research; industrial psychologists literally get paid for doing research; government psychologists are often given research projects as an active part of their jobs. Private practitioners, however, rarely directly gain through research activities, and often have much to lose by the time and energies they devote to such activities. (d) As matters are presently constituted, financial support for research projects is rarely granted to psychologists in private practice, while it is freely granted by governmental agencies and private foundations to academic, industrial, military, and other psychologists. Many private practitioners who would like to engage in research projects are consequently loathe to apply for financial help and end up by doing little or no research. (e) Private practitioners rarely have the help of students, clerical workers, and paid associates that is automatically available to many nonpracticing psychologists.

2. That a few clinical psychologists in private practice drive around in Cadillacs while some nonpractitioners are rattling around in jalopies is doubtlessly true. These facts, however, are also true: (a) The incomes of private practitioners are normally quite exaggerated in the eyes of nonpractitioners, who naively take the incomes of a few unusual (and sometimes not too ethical) practitioners as indicative of the incomes of the many. (b) Relatively few psychological practitioners in a city like New York derive their entire incomes from private practice. The great majority have to add to their incomes with teaching, writing, social agency consultation, and other activities. (c) The income of private practitioners is distinctly limited by the fees they can charge per whole hour of time expended with a patient or client, and rarely can it equal the income of a full professor or industrial psychologist unless the practitioner works more hours per week than do these other psychologists. (d) Academic, institutional, and other psychologists normally obtain net salaries from which no business deductions are made, and they often receive secretarial, clerical, research, professional, and other help for which their employers pay; practicing clinical psychologists normally receive gross incomes from which sizable deductions have to be made for office, rent, secretarial, and other general business expenses. Even, therefore, when gross incomes of private practitioners appear to be high, their net incomes

seldom are. (e) Nonpracticing psychologists are usually accorded, along with their regular salaries, considerable amounts of time off for vacation, sick leave, attendance at professional meetings, holidays, sabbatical leaves, etc.; practicing psychologists derive none of these benefits. Any time that they take from their work is totally unremunerated. (f) Actually, the conditions noted by Dr. Sanford are often reversed, so that it is the "scientist" who (by virtue of publishing some textbook or test of dubious scientific value) rides around in a Cadillac, while the practitioner gets along with a jalopy.

3. That a few psychological practitioners charge their clients "what the traffic will bear" is again factually correct. These points, however, are also factually true: (a) The fees of the great majority of clinical psychologists in private practice are largely set by the type of work they do and the communities in which they practice. In the New York area, for example, Rorschach examinations rarely bring the psychologist more than twenty-five dollars—for which he may spend several hours administering, scoring, and interpreting test results. Psychotherapy sessions in the same area usually bring a psychologist from eight to fifteen dollars an hour, with many more sessions falling on the lower than on the higher end of this scale. At these rates, even the busy practitioner—particularly after he has deducted his business expenses—will hardly get rich. (b) Because many patients or clients are unable to pay even minimum rates for psychological services, and some are unable to pay virtually anything, it is necessary and customary for psychological practitioners to have a sliding scale of fees. Much more often than not, however, the scale slides *down* rather than *up*, so that the number of sessions psychologists hold with clients at less than eight dollars an hour is usually considerably greater than the number of sessions held at fifteen dollars or more an hour. (c) Practicing psychologists in all fairly large cities cannot actually charge their patients or clients "what the traffic will bear" since they are distinctly limited in their fees by the fees of other professional workers in their area. The psychologist's fees, in this connection, are particularly limited by the fees of the psychiatrists in their area, and normally their fees have to be appreciably below those of the psychiatrists if they are to stay in business.

4. That some lower-income individuals do not have access to psychological services they need because of the expensiveness of these services is again doubtlessly true. Here again, however, there are several extenuating circumstances: (a) Almost every psychological practitioner carries some patients who pay him little or nothing; and, obviously, especially when he is spending two or three hours a week with each of such patients, he cannot do very much more than carry a few

of them. (b) It is one of the grim tragedies of our time that, when psychological practitioners charge even the most modest fees, many patients simply cannot afford to pay these modest fees for therapy that must continue week after week, and that often takes place several hours during each week. This discrepancy between the patient's ability to pay for treatment and the psychologist's economic inability to treat him for less than a certain minimum fee is certainly not the fault of the practicing clinician, and he cannot be held accountable for it. It presents a serious problem that society has by no means solved as yet. Moreover, one of the half-solutions to it—that of setting up low-cost clinics—is one which has rarely worked too well in practice, because of the resistance of so many patients to being treated in a clinic setup. Various other solutions to the problem have been set forth; but until one of them turns out to be truly practical, the situation will remain pretty much the way it is; and, again, psychologists can hardly be fairly blamed for the way it is. (c) It should always be remembered that no one blames the academic psychologist because college expenses are now often too high for some students, and no one blames the psychologist in a private mental hospital because his hospital will not accept patients who cannot pay its fees. Why, then, should the private practitioner be adversely criticized for the inability of some patients to pay for the treatment they need? (d) Actually, by treating many patients for considerably less than psychiatrists and medical analysts will today treat them—and often exploiting themselves thereby—psychologists in private practice are probably now doing more to help low-income patients receive otherwise unavailable treatment than is any other group or plan of low-cost treatment.

5. That some psychological practitioners have advocated professional ethics under which the protection of their own egos and incomes would become more important than the protection of their clients is probably true. But just as true are these considerations: (a) The actual standards and legislative acts advocated by groups of practitioners have thus far hardly been unreasonable, but have instead been quite rigid and tough on the practitioners themselves. The standards of membership proposed by two typical groups of clinical psychologists in private practice—the New York and the Los Angeles groups—insist on higher requirements for membership than standards thus far adopted by the APA or any of its divisions. The ethical codes adopted by these groups are virtually identical with the codes adopted to date by the APA and other local psychological associations. The legislative acts suggested by groups of practicing psychologists have thus far included both high enough standards to protect the public and liberal "grandfather" clauses to protect repu-

table existing practitioners. (c) It should not be forgotten that if private practitioners are more concerned with legislative and ethical standards than are other psychologists, they have good reason to be, since they alone have been under steady attack by medical and other groups (in California, New York, New Jersey, and other states) which have literally tried to wipe them out. (d) If private practitioners are more concerned with the protection of their egos than would sometimes seem warranted, it should be remembered that their status and reputation have often been attacked by other psychologists, and that many official agencies (including government agencies and the American Board of Examiners in Professional Psychology) place experience in private practice on a much lower plane than they place equal experience in academic or institutional setups.

6. That some private practitioners go off into social isolation from their colleagues and thereby allow their research and clinical abilities to become rusty and/or outdated cannot be gainsaid. Likewise impossible to gainsay, however, are these facts: (a) A great many—perhaps most—private practitioners, as previously pointed out, do maintain outside educational, clinical, or other contacts. (b) Adequate clinical facilities in which private practitioners may participate outside of their practices frequently are nonexistent. (c) Even when such clinical facilities do exist, the first-rate private practitioner is rarely accorded an opportunity to participate in them on an equal basis, since they are usually directed by nonpracticing psychologists or by psychiatrists who will not allow the clinical psychologist in private practice to participate on such an equal basis—particularly if he is a psychotherapist. (d) Many psychologists in private practice serve relatively small communities where group participation with other psychologists, social workers, or psychiatrists is virtually out of the question. (e) The group practice of psychology is hardly as yet in its infancy—which also goes, in this country, for the group private practice of medicine, psychiatry, social work, etc. Psychological practitioners, therefore, can hardly be blamed for not participating to a larger extent in such group practice. (f) The nature of psychotherapy is such that, at the present time, a large proportion of the American populace would hardly be eager to resort to it on any basis except individual private practice. This, again, is hardly the fault of psychological practitioners.

Essentially, Dr. Sanford's statements and implications regarding psychological practitioners boil down to the fact that it would be desirable if such practitioners did more research, did not charge exorbitant fees, arranged to treat needy patients on a low-cost basis, were socially-minded in their legislative and ethical standard demands, and kept some professional

group contacts in addition to or instead of their individual private practices. With these desiderata the present writer would basically agree. The important question is: How, realistically and feasibly, may they be effected?

To some extent, if all practicing psychologists—as well as nonpracticing ones—consistently followed the ethical standards which are now in the process of being adopted by the APA, some of Dr. Sanford's objections to clinical practice would be met. But by no means all of his criticisms of contemporary practice would thus be overcome—unless we wish to write into our ethical codes the points that all psychologists *must* do research and *must* engage in group as well as individual clinical work. The only thoroughly logical and consistent solution to this problem would appear to be one which Dr. Sanford himself suggests: namely, that it is up to the profession of psychology—including, especially, the APA—"to do what it can to facilitate and encourage practice in group settings."

In other words, if it could somehow be arranged that in almost every community where a psychologist wishes to practice, he could do so with several other psychologists and/or other professional workers; if he could be paid a reasonable sum for participating in this group practice; if he could practice his particular clinical specialty or specialties without undue restrictions by the group; and if he could do so with a status fully equal to that of other members of the group;—only under such circumstances, it would appear, could Dr. Sanford's criteria for a *good* profession of practicing psychology be met. Unless and until, however, such arrangements for group psychological practice become commonplace, is it proper to hold the existing practicing psychologist responsible for many of the ills of present-day society? Is it fair to saddle him with (currently) unrealistic and unworkable ideals and standards, thus adding to his already enormous problems and difficulties?

ALBERT ELLIS

56 Park Avenue, New York City

Who Are the Discoverers of Psychological Knowledge?

The 1951 report of the APA's executive secretary contained sixteen guiding definitions of professional "goodness." Dr. Sanford's discussion included the following statement: "As psychology develops as a profession it will be well for the professional to be continually aware, even if the public isn't, that in the long run his bread is buttered by basic research." While this obviously applies to the physical sciences in their advanced state of development, how much of this statement has truth value for psychology today?

In the profession of psychology, especially clinical psychology, the art of practice runs way ahead of "basic research." For many centuries this was also true in the physical sciences (see Conant, *On Understanding Science*). Conant reports that "only in very recent years have scientific discoveries affected practice to a greater extent than practice has affected science," and he noted that one could reasonably say "before 1850 the steam engine did more for science than science did for the steam engine." Because of its youth and immaturity psychology has been, is, and for a long time will be where physics was before 1850.

What research professor is without conflict when he engages in the affected identification with the physical sciences? "Fooling around" with rats, laboratory gadgets, and statistics, without close contact with the men of practice, is at today's stage of psychology sheer vanity or professional schizophrenia. Is it accidental that the greatest impetus to the growth of psychology as a science and as a profession has come from practitioners with research interest, such as Freud, Rorschach, and Rogers? Has not the practice of psychodiagnostics and psychotherapy done infinitely more for the discovery of psychological knowledge than scientific psychology has done, so far, for clinical practice? It seems, then, that the bread of the psychology college professor and experimentalist is buttered by the generalization that is made by the public from the recognized value of the practitioner to the assumingly similar value of the college teacher and researcher. When Dr. Sanford notes with dismay that "the practitioner or technician drives a Cadillac while the scientist rides around in a jalopy," he may simply reflect the difference in value that the community attaches to the so-called psychologist-scientist in comparison to the so-called psychological practitioner, rather than pointing to a symptom of self-aggrandizement on the part of practitioners.

Is the public's support of teaching and of basic research activities not based on the assumption, by the public, that these activities eventually serve practical community and individual needs? Even if the public is not aware of this, the teachers and "pure" researchers should be so aware!

Instead of all this dichotomous thinking it would be most fruitful for the further development of our science if the natural interdependence between research and practice could find some organizational expression, such as making available to the private practitioners

research facilities—such as graduate-student help—at the disposal of universities. Let the teaching men with much research and little practical knowledge of psychology mingle more freely with the men of practice who know from daily experience the nature of the wide gaps in systematic knowledge that need to be filled and who often have good—theoretically good—suggestions of how to fill them.

Comparing, in my own case, the value of my activities in the various capacities over the years, which included undergraduate teaching, graduate teaching, "pure" research with animals and with people, work for the VA in hospitals, consulting work in industry, etc., I find it difficult to say to which of these opportunities for learning and experience I owe my present relatively high work morale and productivity. Of this, however, I am sure: teaching emotionally immature minds intellectual generalities in the didactic tradition of college education proves to be more stimulating to reiteration than to the discovery of knowledge. And as far as my own basic research attempts are concerned, while I enjoy this type of work tremendously, as I enjoy tough chess games, I must say that I personally find the fantasy-identification with theoretical and experimental physics that "pure" research activities are the royal road to the discovery of applicable laws of human behavior highly precarious. When doing pure research I feel in disharmony with my high respect and tolerance for the tremendous complexity of social and interpersonal reality. When I do clinical practice, I am forced to come to terms with, and find concepts, in harmony with this realistic complexity and infinite variability. Why not combine the reality sense gained in clinical practice with our traditional research role?

As far as an opportunity to come closer to comprehending the nature of the variables affecting human behavior is concerned, I am enthusiastic about these opportunities inherent in intensive clinical and consulting work. Such work requires keen participant observation of human dynamics. Private practice represents a unique opportunity for coming closer to fundamental psychological knowledge, an opportunity that should not be denied to our profession or yielded to related fields. It is this opportunity for discovering new psychological knowledge that attracts me to psychology and to private practice, rather than the possible opportunity of driving a Cadillac or having a swimming pool.

GEORGE R. BACH
Beverly Hills, California

Across the Secretary's Desk

The Membership Survey

On March 11 the last of 6743 APA Directory-National Register questionnaires were coded and sent to the IBM shop to be punched on cards. The protracted and intricate collaboration between APA and the National Scientific Register thus comes close to fruition. We and the government will soon possess reasonably complete data on American psychologists and what they do. The National Register is now making an analysis of the responses of 6580 APA members to the initial part of the questionnaire. Our own analysis, including additional questionnaire items and returns from approximately half of the new Associates elected on January 1, 1952, is well started, under the general direction of George Albee. The basic IBM runs in our analysis should be completed by May 1. A report, in whatever form the APA Board of Directors deems desirable, should be ready before the end of the summer.

Our data are now arranged in such a form that we can ask and answer a wide variety of questions about psychologists. We will have good data on such things as salary ranges, age distributions, places of employment, primary and secondary fields of competence, levels of training, military-relevant specialties, time spent on governmentally sponsored research, and ideas about APA's problems. We can ask and answer questions about specific groups of psychologists; e.g., women, members of any particular division, members in private practice, Life Members, etc. The nature and extent of data-analysis will be guided by ideas concerning the relative significance for psychology of the almost infinite number of questions that might be asked of the data.

All of our data will be somewhat limited in usefulness, of course, by the fact that our sample is not perfect. A total of 6823 people out of a 1951 membership of 8554 returned the questionnaire. A total of 793 out of 1417 new Associates returned it. We do not know what biases may exist in our sample of approximately 75 per cent of the membership. A quick analysis based on a sample of incomplete entries in the 1951 Directory shows no relation between date of becoming a Fellow and frequency of returned questionnaires. There is

some tendency for the frequency of returns to drop with the lateness of election to Associate membership. These and other factors will affect the interpretations of our data.

This study of our membership is not only forwarded by the collaboration with the National Scientific Register but has been granted some financial support by the Manpower Branch of the Office of Naval Research.

The Central Office Staff

A large proportion of our members who visit the Central Office for the first time are surprised at the size of the Central Office staff. Some are surprised that it is so large. Just as many are surprised that it is so small. These bipolar surprises naturally start us to thinking about the optimal size of an APA staff and they suggest that it is a good idea occasionally to tell the membership about Central Office people and what they do. There follows a list of Central Office employees and the jobs they have.

George W. Albee, assistant executive secretary, placement and public information officer.

Joan Beatty, back order clerk.

Lorraine Bouthilet, managing editor.

Carmen Eldridge, editorial assistant.

Judith Epstein, financial clerk.

Jane D. Hildreth, Directory editor, technical aide to Membership Committee and to Conference of State Psychological Associations.

Richard Hurwitz, addressograph operator.

Carolyn L. Konold, Directory editor and assistant to Membership Committee technical aide.

Dorothy LeBourgeois, secretary to assistant executive secretary, editorial assistant.

Virginia T. Miller, receptionist-secretary.

Helen S. Morford, administrative assistant.

Fillmore H. Sanford, executive secretary.

Anna Knelle Stormer, membership records and subscription clerk.

Walter C. Taylor, accountant.

Edna M. Teunis, editorial assistant.

With the exception of the people who handle the Central Office editorial work and an additional secretary, the size of the staff is essentially the same as in 1948. Since 1948 the Association has almost doubled its membership. Its complexity has also

probably increased (we here *feel* that it increases daily). The Central Office has taken on additional duties and functions. While increases in staff-size need not vary linearly with increases in either membership or complexity of function, it is clear that more members and more functions do demand more Central Office work. While a good office morale can exist if everybody is reasonably overworked, too heavy a work load not only weakens morale but decreases the quality of work and increases the frequency with which deadlines are missed. We are now very close to a point where we must hire additional staff if dues bills are to be mailed on time, if an annual flow of 15,000 or so checks are to be cashiered properly, if our annual 4,000 address-changes are to be entered, if we are to handle 300,000 or more pieces of mail per year, etc., etc., etc.

The job titles in the list above are intended to be descriptive rather than "official," but like many job titles they fail miserably to convey good information about what our people actually do. In a small and informal office faced with a varied and changing series of jobs, everybody sort of does everything. At times, everybody is a clerk-typist. At times almost anybody is likely to find himself or herself a proofreader or mimeographer. Generally we try to define our jobs with sufficient clarity to give some degree of structure to our lives but not so rigidly as to destroy the flexibility needed for the performance of varied and seasonal functions. If we are to avoid periods when some people are overworked and underpaid while others are underworked and overpaid, and if we are to get our seasonal jobs done on time, we must have great flexibility of function.

I think we have a very remarkable group of people here. They are all flexible. They all work hard. They laugh often and easily. They all seem to like one another. Nobody pouts. We have little hierarchy and less formality in the place. The objective observer would probably give us a high rating on general productivity and maybe an even higher one on the quality of our office parties. I, frankly, like to work here.

Our major present problem is one of space. We are badly overcrowded, but we are hoping that we will have a new building before APA again doubles in size.

Wanted: Scientific Articles for the *American Psychologist*

We here have talked with a number of members about the desirability of including in the *American Psychologist* not only articles about psychologists, as scientists, teachers, administrators, and practitioners, but also articles about psychology as a science. All our confreres so far have agreed that we might well try a few scientific articles on topics of general interest to many psychologists. We hereby elicit such articles.

The desire to seek and to publish such articles is based on the beliefs that (a) there are technical psychological topics of general interest to a large proportion of our members, (b) that many members would read such articles for "general information" if the article were written so that the reader does not have to work too hard to get the content, and (c) that articles for the "intelligent layman" within APA would usefully supplement existing media of scientific communication.

Though psychologists are becoming more and more specialized in interests and competencies, most of us still share a common training experience, still maintain some degree of interest in what is going on in the science of psychology. The personnel expert will still get interested in what the theoretician is about—if the theoretician will help him enough. The experimentalist would like to know what is going on in clinically oriented research and will read a clinical article if it does not hit him too fast with too many unfamiliar technical concepts.

We would like to receive articles by specialists about specialties, articles of sound scientific content but so written that intelligent non-specialists or intelligent specialists in other psychological areas can read them with profit—and at least a modicum of pleasure.



EDWIN B. NEWMAN

Chairman, Department of Psychology, Harvard University

Chairman, Publications Board, American Psychological Association

Psychological Notes and News

William D. Orbison, member of the psychology department of the University of Connecticut, died February 14, 1952 at the age of 40. His students and colleagues have organized a William D. Orbison Memorial Fund in order to perpetuate his memory as an excellent, inspiring, and sympathetic teacher. Proceeds from the fund will be used to honor psychology students of unusual merit at the University of Connecticut each year. Contributions may be sent to the William D. Orbison Memorial Fund, Department of Psychology, The University of Connecticut, Storrs, Connecticut.

Horace B. English, Ohio State University, has been awarded a Fulbright lectureship in the University of Punjab, Lahore, Pakistan. He will be at the University for two semesters beginning in October, 1952.

William O. Jenkins, formerly with the department of social relations of Harvard University, is now professor of psychology at the University of Tennessee.

Sol L. Warren has recently accepted a promotional appointment as supervisor of Tuberculosis-Cardiac Services in the New York City office of the Division of Vocational Rehabilitation, New York State Education Department.

The address of Clifford P. Froelich, Secretary of the Division of Counseling and Guidance is now School of Education, University of California, Berkeley, California. It is essential that all correspondence be sent to his new address. Dr. Froelich has recently been appointed associate professor in the School of Education at Berkeley.

H. M. Johnson, research professor (emeritus) of Tulane University, who was appointed visiting professor and special adviser to the president of the College of Idaho, has returned to private practice in New Orleans.

William J. Hartman has recently accepted a position as psychologist with the Wisconsin State Reformatory at Green Bay, Wisconsin. He was formerly employed at the National Training School for Boys in Washington, D. C.

Robert L. Hobson, formerly associate professor of psychology at the University of Tulsa, has been appointed to the Chicago staff of Rohrer, Hibler & Replogle.

Joseph R. Royce has been appointed assistant professor of psychology at the University of Redlands, California, as of September, 1951.

Arthur L. Kobler has been appointed chief clinical psychologist at The Pinel Foundation in Seattle, Washington, as of September, 1951.

I. Leon Maizlish is now chief clinical psychologist of the Flint Child Guidance Clinic, 302 W. Second Avenue, Flint, Michigan. He has resigned his position as clinical psychologist at the VA Mental Hygiene Clinic, Chicago, Illinois.

A department of psychology has been recently established at the Rosewood State Training School in Owings Mills (Baltimore County), Maryland. The department includes the following personnel: Myrtle Astrachan, chief psychologist; Ernest Young and Marion Young, psychologists; and Robert Williams, intern.

The following appointments have been made at the New Jersey State Diagnostic Center at Menlo Park: Robert K. Alsofrom, chief psychologist; Marvin Metsky, assistant psychologist; Ruth Doorbar, junior psychologist; John Pirroni, junior psychologist.

Gregory Razran, chairman of the department of psychology at Queens College in New York, has been granted a leave of absence by the New York Board of Higher Education to serve as visiting professor of psychology at the Hebrew University of Jerusalem. He will begin his duties at the University in April and remain through July of this year. In addition to teaching, he will be establishing a department of psychology. American psychologists who would be interested in a position at Hebrew University are invited to write to Dr. Razran.

John Bennett, Jr., and Gerald J. Briskin have recently received commissions as 2nd Lieutenants in the Army Medical Service Corps and will participate in the Army Senior Psychology Student

Program. Lieutenant Bennett is now working for his doctor's degree in psychology at Boston University and will serve his internship at Fitzsimons Army Hospital, Denver, Colorado. Lieutenant Briskin, now at the University of Michigan, is also working for his doctor's degree in psychology and he will intern at Letterman Army Hospital, San Francisco, California.

Directory Errors. There follows a list of known errors in the 1951 Directory. Some of these were editorial errors; others reflect misunderstanding on the part of the members.

Page 17. Baehr, Melany E. Her current position as Research Associate and Project Director with the Industrial Relations Center at the University of Chicago should be listed as continuing, not as terminating in 1951.

Page 25. Bassett, Dorothy M. Change her current employment to Vineland State School. This correction should also be made for her entry in the geographical section on page 566.

Page 25. Bates, Modene D. Her APA membership status is A(51).

Page 52. Bray, Olive King. Her interests should read as follows: Employee counseling, vocational guidance, personnel selection of American and overseas personnel.

Page 81. Clark, Cherry Ann. Delete *AM 51 (Sept) Claremont*.

Page 90. Cook, Charles H. Change *Mrs.* to *Mr.*

Page 109. Deutsch, Cynthia Price. Delete *PhD 51 (Dec) Chicago*.

Page 112. Diller, Leonard. Delete *PhD 51 (Nov)*.

Page 133. Evans, Ralph M. The year of his BS degree is 28, not 38.

Page 245. Kelly, Martha L. Her APA status is A(44) 14. She is also listed, incorrectly, as Martha Littleton in the Division 14 list of Associates on page 626.

Page 289. Lundin, William H. Delete *PhD 51 (Dec) Northwestern*.

Page 328. Morgan, Ross L. Delete *PhD 51 (Sept) Northwestern*.

Page 340. Newland, T. Ernest. In line 8 of his entry change *USAF* to *USNR*.

Page 349. Orzack, Maressa H. Her present position should be changed to: Research Fellow, Department of Ophthalmology, Indiana University School of Medicine.

Page 391. Roman, Robert M. Delete *PhD 51 (Sept) Houston*.

Page 402. Saldanha, Estelita. The incorrect sex is indicated for Dr. Saldanha. Instead of (F), it should be (M).

Page 408. Schaul, Martin W. Delete *PhD 51 (Dec) Columbia*.

Page 435. Smith, William M. His degrees were omitted. They are: BA 43 Miami U; MA 48, PhD 50 Princeton.

Page 517. Youtz, Richard P. His APA status is incorrectly indicated. It should be: A(36) 2; F(45) 1, 3, 19. He is correctly placed in the Division listings.

Page 569. Buffalo, N. Y. Insert the following: Sanderson, Herbert, Jewish Community Service Society.

Page 602. Laramie, Wyo. Delete the entry for Fred B. Morgan. He is correctly listed as being in Denver, Colo.

Page 630. Delete the word *Psychologists* from the name of Division 17. Insert the name of Salvatore G. DiMichael in the list of Fellows. He is incorrectly listed as an Associate on page 631.

Corrections in the article "Stipends for Graduate Students in Psychology: 1952-1953" (February *American Psychologist*). The Department of Social Relations at Harvard University requires the Miller Analogies Test. At the State University of Iowa Child Welfare Research Station the stipends for preschool teaching assistantships should be \$810-\$1,000 with tuition exemption.

Marguerite R. Hertz, Western Reserve University, and **Morris I. Stein**, University of Chicago, recently conducted three-day workshops on the Rorschach and TAT during a course for potential psychological assistant officers at the Medical Field Service School, Brooke Army Medical Center, Fort Sam Houston, Texas.

The Board of Trustees of the Alumni Fund of Michigan State College again offer seven predoctoral and one postdoctoral fellowship for study at Michigan State College. Predoctoral fellowships ranging in value from \$800 to \$1,200 are open to candidates for the PhD degree. The postdoctoral fellowship has an annual value of \$3,000 and is open to qualified candidates in any field of research for which Michigan State College has the appro-

priate facilities. Inquiries should be addressed to the Dean of the School of Graduate Studies, Michigan State College, East Lansing, Michigan. Completed applications must be received before May 1, 1952.

Vacancies

Clinical psychologist, either sex, PhD. For general clinical function in service center, to work with psychiatrist, psychologists, reading teachers, vocational and personnel counselors, dealing with children, students, community and industrial referrals. Some teaching and academic rank if qualified and interested. Salary open. Apply to Professor George S. Speer, 3329 S. Federal St., Chicago 16, Illinois.

Clinical psychologist, PhD, to work under general administrative direction of State health officer on technical psychological work involving examination and classification of individuals referred by physicians, parents, schools, courts, nurses, social agencies, etc. Good background in clinical psychology and at least one year of experience required. Salary \$435 per month to begin, increasing to \$535. Apply to John J. Sullivan, Personnel Officer, Nevada State Department of Health, P. O. Box 435, Carson City, Nevada.

Instructor or assistant professor in industrial psychology. PhD or all residence work completed; teaching experience desirable. Salary, \$3,600-\$4,500 for nine months. Apply to Dean L. S. McLeod, University of Tulsa, Tulsa, Oklahoma.

Child psychologist, MA required and/or clinical internship with experience; duties involve diagnostic work and counseling in child guidance center, doing research and teaching. Salary, \$3,510-\$4,110. Apply to Jerman W. Rose, M.D., Director, Oneida County Child Guidance Center, 1506 Whitesboro Street, Utica, New York.

Chief clinical psychologist, either sex, PhD. Interest in and ability to work with psychotic patients. Salary, \$4,800 plus unfurnished apartment. Apply to Dr. Thomas L. Young, Mississippi State Hospital, Whitfield, Mississippi State Hospital.

Assistant professor of clinical psychology in American University of Beirut, Lebanon. Male, PhD, to teach in department of psychology, in clinical field. Salary, \$3,000 for academic year. Apply to Near East College Association, 46 Cedar Street, New York 5, New York.

Convention Calendar

AMERICAN PSYCHOLOGICAL ASSOCIATION

September 1-6, 1952; Washington, D. C.

For information write to:

Dr. Fillmore H. Sanford
1515 Massachusetts Avenue N.W.
Washington 5, D. C.

WESTERN PSYCHOLOGICAL ASSOCIATION

April 25-26, 1952; Fresno, California

For information write to:

Dr. Richard W. Kilby
Department of Psychology
San Jose State College
San Jose 14, California

MIDWESTERN PSYCHOLOGICAL ASSOCIATION

April 25-26, 1952; Cleveland, Ohio

For information write to:

Dr. David A. Grant
Department of Psychology
University of Wisconsin
Madison, Wisconsin

ROCKY MOUNTAIN BRANCH OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION

May 2-3, 1952; Boulder, Colorado

For information write to:

Dr. Lawrence S. Rogers
1046 Madison Street
Denver 6, Colorado

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HOTEL RESERVATIONS

American Psychological Association

60th Annual Convention

Washington, D. C., September 1-6, 1952

The hotels listed below have agreed to furnish room block reservations for the APA Convention. These are the only hotels which have agreed to reserve space for APA members and which do not operate on a color segregational basis. The range of prices for each type of accommodation is shown. Few rooms are available at the lowest prices.

We are able to assure only rooms for double or multiple occupancy. Please determine in advance those who will share accommodations. Only a limited number of single rooms are available.

Division 3 (Division of Experimental Psychology) has expressed an interest in being housed in the Mayflower Hotel. Members who wish to stay in this hotel should mark the Mayflower as their first choice, and send in their requests for accommodations as soon as possible.

The hotel reservation application given below is intended for use by persons attending the APA Convention. The APA Housing Bureau is unable to assume responsibility for those who will be attending meetings of other groups being held at the same time as the APA Convention.

Hotels and Rates Per Day

Hotel	Single	Double	Twin-Bed	Suite
Ambassador 1412 K Street, N.W.	\$5.50-\$ 9.00	\$ 8.50-\$12.00	\$ 8.50-\$12.00	—
Burlington 1120 Vermont Avenue, N.W.	—	\$ 9.75-\$15.00	—	—
Lee House 15th and L Streets, N.W.	\$7.00-\$ 8.50	\$10.50-\$13.50	\$10.50-\$13.50	—
Mayflower Connecticut Ave. & DeSales St., N.W.	\$6.00-\$16.00	\$12.50-\$19.00	\$12.00-\$18.00	—
Raleigh 12th and Pennsylvania Aves., N.W.	\$6.00-\$10.00	\$10.00-\$15.00	\$ 9.00-\$15.00	—
Statler 16th and K Streets, N.W.	\$6.00-\$13.50	\$10.50-\$17.00	\$ 9.00-\$13.50	\$26 and up
Willard 14th and Pennsylvania Aves., N.W.	\$6.00-\$ 9.50	\$10.00-\$15.00	\$ 9.00-\$14.00	—

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Hotel	First choice
Hotel	Second choice
Hotel	Third choice
Hotel	Fourth choice

Date of arrival	A.M.	Date of departure	A.M.
	P.M.		P.M.

(These must be indicated. Please be precise.)

Name(s) of room occupants:

Name	Address	City	State
.....
.....
.....
.....

(Attach list of additional names, if necessary)

Note: Mail this application form to the APA Housing Bureau, 204 Evening Star Building, Washington 4, D. C. Do not mail it to the APA Central Office. You will receive confirmation directly from the hotel accepting your reservation after July 1, 1952.

(Copies of this form may be obtained from the APA Central Office.)

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

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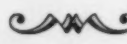
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